

**Comparison of Contract Language
RFCO Contract
2018 and 2023**

2018	2023																																
<p>Across-the-board increases (Article 9.3)</p> <ul style="list-style-type: none"> • 2.00% January 1, 2018 • 2.00% January 1, 2019, compounded • 2.00% January 1, 2020, compounded • 2.00% January 1, 2021, compounded • 2.00% January 1, 2022, compounded 	<p>Across-the-board increases</p> <ul style="list-style-type: none"> • 3.5% January 1, 2023, + \$1,000 signing bonus • 3.5% January 1, 2024, compounded • 3.25% January 1, 2025, compounded • 3.25% January 1, 2026, compounded • 3.25% January 1, 2027, compounded 																																
<p>Longevity Increments (Article 9.4)</p> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 30%;">3 years</td><td style="text-align: right;">\$400.00</td></tr> <tr><td>5 years</td><td style="text-align: right;">\$800.00</td></tr> <tr><td>7 years</td><td style="text-align: right;">\$1,200.00</td></tr> <tr><td>10 years</td><td style="text-align: right;">\$1,675.00</td></tr> <tr><td>15 years</td><td style="text-align: right;">\$2,175.00</td></tr> <tr><td>20 years</td><td style="text-align: right;">\$2,675.00</td></tr> <tr><td>25 years</td><td style="text-align: right;">\$3,175.00</td></tr> <tr><td>30 years</td><td style="text-align: right;">\$3,675.00</td></tr> </table>	3 years	\$400.00	5 years	\$800.00	7 years	\$1,200.00	10 years	\$1,675.00	15 years	\$2,175.00	20 years	\$2,675.00	25 years	\$3,175.00	30 years	\$3,675.00	<p>Longevity Increments</p> <table style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 30%;">3 years</td><td style="text-align: right;">\$400.00</td></tr> <tr><td>5 years</td><td style="text-align: right;">\$800.00</td></tr> <tr><td>7 years</td><td style="text-align: right;">\$1,200.00</td></tr> <tr><td>10 years</td><td style="text-align: right;">\$1,800.00</td></tr> <tr><td>15 years</td><td style="text-align: right;">\$2,300.00</td></tr> <tr><td>20 years</td><td style="text-align: right;">\$2,800.00</td></tr> <tr><td>25 years</td><td style="text-align: right;">\$3,375.00</td></tr> <tr><td>30 years</td><td style="text-align: right;">\$3,875.00</td></tr> </table>	3 years	\$400.00	5 years	\$800.00	7 years	\$1,200.00	10 years	\$1,800.00	15 years	\$2,300.00	20 years	\$2,800.00	25 years	\$3,375.00	30 years	\$3,875.00
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<p>Dental Insurance (Article 10.2) Foundation shall reimburse each employee up to \$250 per year for “reimbursable” dental expenses, such as dental check-ups, cleaning, and repairs incurred by the employee and/or her/his family members covered under the health insurance plan provided by this agreement.</p>	<p>Dental Insurance (Article 10.2) Foundation shall reimburse each employee up to \$250 for each covered individual per year for “reimbursable” dental expenses, such as dental check-ups, cleaning, and repairs incurred by the employee and/or her/his family members covered under the health insurance plan provided by this agreement.</p>																																
<p>Life Insurance (Article 10.3) All employees shall receive \$30,000 in life insurance coverage under the Foundation’s Group Life Insurance Plan. This benefit is paid by Foundation.</p>	<p>Life Insurance (Article 10.3) All employees shall receive double their salary, up to \$300,000, in life insurance coverage under the Foundation’s Group Life Insurance Plan. This benefit is paid for by the Foundation.</p>																																
<p>[There was no language in the contract, but the RF policy provided for an opt-out waiver of \$1,000 for the individual plan and \$1,500 for employee + 1 and family plans.]</p>	<p>Health Insurance Waiver Plan (New Article 10.10) Covered employees eligible for health insurance may enroll in the opt-out waiver plan if currently enrolled in a non-RFCUNY health insurance plan. To qualify for the waiver, employees must provide proof of alternate health insurance coverage. Medicare, Medicaid,</p>																																

	<p>Affordable Care Act Marketplace Exchanges, or other government-issued insurance do not qualify for the opt-out funds.</p> <p>Full-time employees employed for at least 90 days who show proof of alternate individual coverage shall be eligible for a \$1500 individual waiver benefit by declining health insurance coverage.</p> <p>Full-time employees employed for at least 90 days who show proof of alternate parent and child, employee and spouse, or family coverage shall be eligible for a \$2000 waiver benefit by declining health insurance coverage.</p>
<p>Pledge of Compliance (Article 2.2) Foundation and PSC shall comply with all applicable provisions of federal, state, and municipal laws and ordinances with regard to discrimination. The right to reasonably accommodate disabled employees in accordance with applicable laws is vested exclusively with the Foundation notwithstanding any other provision of this Agreement.</p>	<p>Pledge of Compliance (Article 2.2) Foundation and PSC shall comply with all applicable provisions of federal, state, and municipal laws and ordinances with regard to discrimination. Foundation shall not retaliate against any employee for exercising their rights under this Agreement. The right to reasonably accommodate disabled employees in accordance with applicable laws is vested exclusively with the Foundation notwithstanding any other provision of this Agreement.</p>
<p>[No language on remote work]</p>	<p>Remote Work (New Article 3.4) The RF will maintain remote work practices currently established while reserving the right to change or eliminate such practices upon 60 days' notice to the PSC. Upon request, the Foundation will engage in impact bargaining to be conducted within the 60-day notice period, unless the parties jointly agree otherwise in writing.</p>
<p>Workload and Vacancy Coverage Side Letter D This side letter addresses an issue raised by the PSC members in the most recent round of bargaining. PSC members expressed concerns about an increased workload caused by a vacant position; the members specifically referred to the circumstances where an Assistant Project Administrator position remained vacant, leaving the Project</p>	<p>Workload and Vacancy Coverage [Replace Side Letter D with the following.] Article 4.7b When a covered position has been vacant for six months or more, Foundation shall consult with PSC upon PSC's request to discuss issues arising from vacancy coverage.</p>

<p>Administrator to perform the duties of the vacant position. To address this issue, we have agreed that in the event that a covered vacancy goes beyond 6 months, a Labor/Management meeting will be convened.</p> <p>Article 6.1 Names, titles, salary grades, salaries, and dates of employment of covered employees shall be furnished to PSC on a monthly basis with the dues/fees deduction information.</p> <p>Article 6.2 INFORMATION ON TEMPORARY EMPLOYEES</p>	<p>Article 6.1 Names, titles, departments, salary grades, salaries, and dates of employment of covered employees shall be furnished to PSC on a monthly basis with the dues/fees deduction information.</p> <p>Article 6.2 INFORMATION ON VACANCIES AND TEMPORARY EMPLOYEES 6.2a Upon request, Foundation agrees to furnish PSC with a list of funded vacant positions by department and the length of each vacancy.</p>
<p>Timely Approval of Requests for Annual Leave (Article 8.4b) If a request for annual leave is denied by the immediate supervisor and no alternative time is offered, or if the request has not been acted upon within ten (10) working days after its submission, the employee may submit a written request to the Manager of the Department who will, in writing, within fifteen (15) working days of receipt of the employee's request, approve the annual leave or provide an alternative plan for use of annual leave.</p>	<p>Timely Approval of Requests for Annual Leave (Article 8.4b) If a request for annual leave is denied by the immediate supervisor and no alternative time is offered, or if the request has not been acted upon within five (5) working days after its submission, the employee may submit a written request to the Manager of the Department who will, in writing, within ten (10) working days of receipt of the employee's request, approve the annual leave or provide an alternative plan for use of annual leave.</p>
<p>Grace Period for Lateness (Article 8.4d) An employee who is late to work fifteen (15) minutes or less shall have his/her annual leave balance charged one-quarter hour; an employee who is late to work more than fifteen (15) minutes shall have his/her annual leave balance charged to the nearest quarter-hour increment.</p>	<p>Grace Period for Lateness (Article 8.4d) An employee who is late to work fifteen (15) minutes or less shall not have his/her annual leave balance charged; an employee who is late to work more than fifteen (15) minutes may have his/her annual leave balance charged to the nearest quarter-hour increment or may, at his/her supervisor's discretion, make up the time.</p>
<p>Family Sick Leave (Side Letter E) For the duration of this collective bargaining agreement, from January 1, 2018 through December 31, 2022, the Foundation will allow the use of Sick Leave for family members, as currently defined by Article 8.5 (b) of this contract, for up to 20 days per year. This side</p>	<p>Family Sick Leave (Article 8.5b) Covered employees may use up to twenty (20) days of accrued sick leave per calendar year to care for an ill or injured family member, including a child, stepchild (or anyone for whom you have legal custody), spouse, domestic</p>

letter will expire with the contract on December 31, 2022.

Article 8.5b Covered employees may use up to five (5) days of accrued sick leave per calendar year to care for an ill or injured child, spouse, domestic partner, parent, parent-in-law, grandparent, or grandparent-in-law.

partner, **sibling**, parent, **stepparent**, parent-in-law, **grandchild**, grandparent, or grandparent-in-law. [Delete Side Letter E.]